

Nurse Executive, Advanced Board Certified (NEA-BC) Practice Test (Sample)

Study Guide



Everything you need from our exam experts!

This is a sample study guide. To access the full version with hundreds of questions,

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Don't worry about getting everything right, your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations, and take breaks to retain information better.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning.

7. Use Other Tools

Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly — adapt the tips above to fit your pace and learning style. You've got this!

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Questions

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- 1. What best describes "mindsight" in the context of nursing?**
 - A. The ability to manage complex data**
 - B. The ability to be empathetic and insightful**
 - C. The ability to perform technical skills efficiently**
 - D. The ability to follow procedures strictly**

- 2. Which of the following is NOT a component of primary source verification?**
 - A. Education history**
 - B. Medical history**
 - C. Evaluation based on performance**
 - D. National origin of the practitioner**

- 3. What is a requirement under the Privacy Rule for clinical research disclosures?**
 - A. Approval from a regulatory board**
 - B. Written agreement from all participants**
 - C. Expiration date and dated signature for PHI disclosure**
 - D. Notification to participants of potential risks**

- 4. What represents the equilibrium in force field analysis?**
 - A. Driving forces solely**
 - B. Restraining forces only**
 - C. A balance between driving and restraining forces**
 - D. Random external influences**

- 5. What type of power arises from a person's position in a formal organizational hierarchy?**
 - A. Expert power**
 - B. Legitimate power**
 - C. Referent power**
 - D. Coercive power**

6. What type of power is based on the leader's special knowledge, skills, and expertise?

- A. Coercive power**
- B. Expert power**
- C. Referent power**
- D. Legitimate power**

7. What is established by the National Nurse Act?

- A. A new nursing certification program**
- B. The Office of the National Nurse**
- C. A national nurse specialty organization**
- D. A revised nursing curriculum**

8. Value-based purchasing primarily evaluates which of the following domains?

- A. Costs associated with healthcare**
- B. The clinical process of care**
- C. The organizational structure of healthcare providers**
- D. The staffing levels in healthcare facilities**

9. What does force field analysis require when promoting change?

- A. Only focusing on driving forces**
- B. Addressing restraining forces exclusively**
- C. Both driving and restraining forces should be considered**
- D. Ignoring external factors**

10. What is market research primarily concerned with?

- A. The activity of gathering information about consumers' needs and preferences**
- B. Analyzing financial performance of a company**
- C. Creating advertising strategies for new products**
- D. Developing training programs for employees**

Answers

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1. B
2. D
3. C
4. C
5. B
6. B
7. B
8. B
9. C
10. A

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Explanations

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1. What best describes "mindsight" in the context of nursing?

- A. The ability to manage complex data
- B. The ability to be empathetic and insightful**
- C. The ability to perform technical skills efficiently
- D. The ability to follow procedures strictly

Mindsight, particularly in the context of nursing, refers to the ability to be empathetic and insightful, which is crucial for understanding patients' emotional and psychological needs. This concept embodies a deep awareness of one's own thoughts and feelings, as well as the capacity to recognize and appreciate the feelings of others. By combining empathy with insight, nurses can build stronger therapeutic relationships with their patients, leading to improved care outcomes. This ability to connect with patients on an emotional level fosters trust, enhances communication, and facilitates a better understanding of patients' experiences, which are essential for effective holistic care. While managing complex data, performing technical skills, and following procedures are important competencies in nursing, they do not encompass the relational and emotional intelligence aspects that mindsight emphasizes. Thus, the focus of mindsight is on the emotional and interpersonal dimensions of nursing practice rather than solely on technical or procedural tasks.

2. Which of the following is NOT a component of primary source verification?

- A. Education history
- B. Medical history
- C. Evaluation based on performance
- D. National origin of the practitioner**

The concept of primary source verification is essential in maintaining the quality and safety of healthcare delivery. It involves confirming the authenticity of a professional's credentials directly from the original source, rather than relying on secondary information or self-reported details. Primary source verification focuses on critical elements that substantiate a practitioner's qualifications, including their education history, medical history (which may pertain to licensure and board certifications), and evaluations based on performance (such as previous clinical performance reviews or competence assessments). Each of these components plays a vital role in ensuring that a healthcare provider possesses the necessary skills and training to deliver safe patient care. In contrast, national origin is not a component of primary source verification because it does not pertain to a practitioner's qualifications or ability to perform their duties safely and effectively. While national origin may have relevance in matters of diversity and cultural competency within the healthcare workforce, it does not serve as a measure of professional credentialing or competency that primary source verification aims to confirm. As a result, the focus of primary source verification remains strictly on credentials and qualifications rather than demographic characteristics.

3. What is a requirement under the Privacy Rule for clinical research disclosures?

- A. Approval from a regulatory board**
- B. Written agreement from all participants**
- C. Expiration date and dated signature for PHI disclosure**
- D. Notification to participants of potential risks**

The Privacy Rule, part of the Health Insurance Portability and Accountability Act (HIPAA), provides stringent guidelines about the handling and disclosure of Protected Health Information (PHI) in clinical research. One of the key requirements for disclosing PHI for research purposes is that the disclosure must involve a specific written agreement that includes an expiration date and a dated signature. This ensures that there is a clear understanding and agreement regarding the use of individuals' health information, protecting participants' privacy rights and allowing for accountability in data management. This requirement is essential because it provides a structured and documented consent process that aligns with the legal standards set forth by HIPAA. The expiration date ensures that the consent is only valid for a limited time, allowing participants to have an understanding of how long their information will be used and for what specific purposes. Additionally, a dated signature confirms that the participant consented to the disclosure and understands the scope of their involvement in the research, contributing to the ethical conduct of clinical investigations. While approval from a regulatory board is a standard procedure in clinical research, it does not specifically address the requirement for participant consent in the context of the Privacy Rule. Similarly, having a written agreement from participants is significant but does not encompass the details of expiration and the need

4. What represents the equilibrium in force field analysis?

- A. Driving forces solely**
- B. Restraining forces only**
- C. A balance between driving and restraining forces**
- D. Random external influences**

Equilibrium in force field analysis occurs when there is a balance between driving and restraining forces. This concept is critical in understanding how change can be managed within organizations, particularly in the context of nursing leadership and management. Driving forces are those factors that push towards change and promote progress, such as new healthcare regulations, technological advancements, or the need for improved patient outcomes. Conversely, restraining forces are barriers that impede change, like resistance from staff, financial constraints, or established protocols that may be outdated. When these driving and restraining forces are in equilibrium, it indicates that the organization is at a standstill regarding change. This balance means that no significant movement toward change will occur until either the driving forces are strengthened or the restraining forces are weakened. Understanding this equilibrium allows nurse executives to strategically leverage or mitigate these forces to facilitate effective change management and lead their teams successfully through transitions.

5. What type of power arises from a person's position in a formal organizational hierarchy?

- A. Expert power**
- B. Legitimate power**
- C. Referent power**
- D. Coercive power**

Legitimate power derives from a person's formal position within an organizational hierarchy. This type of power is based on the authority that comes with a specific role or job title, which grants the individual the right to make decisions, issue orders, and enforce rules within the organization. For example, a nurse executive has legitimate power because their position empowers them to influence policies, manage nursing staff, and direct operations within the healthcare facility. In a hierarchical structure, legitimate power is recognized by others, providing the individual with the ability to command respect and compliance from subordinates due to the acknowledged authority associated with that position. This power is pivotal in organizational settings as it establishes a clear chain of command, facilitating both accountability and decision-making. Understanding how legitimate power operates helps nurse executives navigate their leadership roles effectively, ensuring the alignment of team objectives with organizational goals.

6. What type of power is based on the leader's special knowledge, skills, and expertise?

- A. Coercive power**
- B. Expert power**
- C. Referent power**
- D. Legitimate power**

The type of power that is based on a leader's specific knowledge, skills, and expertise is known as expert power. This form of power derives from the leader's ability to influence others based on their perceived competence and specialized understanding in a particular area. When a leader possesses expert knowledge, team members are more likely to respect and follow their guidance because they recognize the value of that expertise. In organizational settings, expert power fosters trust and increases the likelihood of collaboration, as individuals are drawn to leaders who demonstrate a high degree of proficiency in critical areas relevant to their work. Leaders wielding expert power can effectively mentor and educate their teams, leading to improved overall performance and outcomes. The other types of power mentioned differ in their foundations. Coercive power relies on the ability to impose penalties or punishments, referent power is based on personal traits and the relationships that inspire admiration and respect, and legitimate power stems from an individual's formal position or authority within an organization. Each type of power plays a role in leadership dynamics, but only expert power is centered on specialized knowledge and expertise.

7. What is established by the National Nurse Act?

- A. A new nursing certification program
- B. The Office of the National Nurse**
- C. A national nurse specialty organization
- D. A revised nursing curriculum

The National Nurse Act establishes the Office of the National Nurse, which was created to address the nursing profession's challenges and promote the role of nurses in various health-related issues. This Office is intended to provide a national voice for nurses, advocate for policies that improve healthcare for all, and enhance the visibility of the nursing profession. The establishment of this office signifies a recognition of the vital contributions that nurses make to healthcare and the need for a coordinated effort to advance nursing practices and policies at a national level. By creating an Office specifically focused on these goals, the Act aims to enhance the professional landscape for nurses, promote awareness about nursing roles, and ensure that nurses are included in decision-making processes regarding public health. In contrast, the other options do not accurately reflect what the National Nurse Act achieves. The Act does not establish a new certification program, create a specialty organization, or revise nursing curricula, which are unrelated to the primary purpose of the legislation. Therefore, the focus on the establishment of the Office of the National Nurse is what distinctly characterizes the National Nurse Act and highlights its importance in the context of nursing leadership and advocacy.

8. Value-based purchasing primarily evaluates which of the following domains?

- A. Costs associated with healthcare
- B. The clinical process of care**
- C. The organizational structure of healthcare providers
- D. The staffing levels in healthcare facilities

Value-based purchasing is a strategy that incentivizes healthcare providers to offer high-quality services by linking reimbursement rates to the quality of care provided rather than the quantity of services delivered. This approach primarily focuses on the clinical process of care, assessing how effectively and efficiently care is administered in relation to patient health outcomes. This evaluation includes metrics such as adherence to clinical guidelines, patient safety rates, and patient satisfaction scores. By prioritizing these aspects, value-based purchasing aims to increase the overall quality of healthcare while controlling costs, thereby ensuring that the focus remains on delivering value to patients rather than simply increasing service volume. On the other hand, while costs, organizational structures, and staffing levels are important aspects of healthcare management, they do not directly capture the essence of value-based purchasing, which is fundamentally concerned with the quality and effectiveness of the clinical processes that impact patient care.

9. What does force field analysis require when promoting change?

- A. Only focusing on driving forces**
- B. Addressing restraining forces exclusively**
- C. Both driving and restraining forces should be considered**
- D. Ignoring external factors**

Force field analysis is a framework developed by Kurt Lewin used to understand the dynamics at play when implementing change within an organization. This approach emphasizes the importance of considering both driving forces, which promote and support change, and restraining forces, which inhibit or resist change. When promoting change, it is essential to evaluate both sets of forces to gain a comprehensive understanding of the environment surrounding the proposed change. By assessing driving forces, leaders can identify the elements that advocate for change and leverage them to facilitate the process. Simultaneously, understanding restraining forces allows leaders to recognize and address concerns or obstacles that may hinder progress. This dual assessment creates a balanced perspective, enabling more effective strategies for implementing change and helps in developing targeted interventions to overcome challenges. Incorporating both driving and restraining forces leads to a more holistic approach that increases the likelihood of successful change management, ensures stakeholder engagement, and contributes to sustaining the desired outcomes over time.

10. What is market research primarily concerned with?

- A. The activity of gathering information about consumers' needs and preferences**
- B. Analyzing financial performance of a company**
- C. Creating advertising strategies for new products**
- D. Developing training programs for employees**

Market research is primarily focused on gathering information about consumers' needs and preferences. This involves understanding what potential and existing customers want from products or services, their buying behaviors, and trends within the marketplace. By collecting and analyzing this data, organizations can make informed decisions about product development, marketing strategies, and customer service enhancements. This foundation is crucial because it allows companies to align their offerings with consumer expectations, ultimately leading to increased satisfaction, loyalty, and sales. While analyzing financial performance, creating advertising strategies, and developing employee training programs are all important aspects of business management, they do not specifically capture the essence of market research. Financial analysis focuses on the economic health of a company, advertising strategies deal with how to promote products, and training programs are aimed at improving employee performance. These elements may be informed by market research but do not encompass its primary purpose.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://neabc.examzify.com>

We wish you the very best on your exam journey. You've got this!

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